

# Worksheet (workplace)



## Finding balance: Te Whare Tapa Whā

Organisations are only as strong as their people, and the culture of an organisation has a significant impact on the wellbeing of employees. This worksheet will help identify different things your workplace can do to create a positive environment and culture to support your people's wellbeing across all domains of life. Remember, it takes time – this is an ongoing journey.

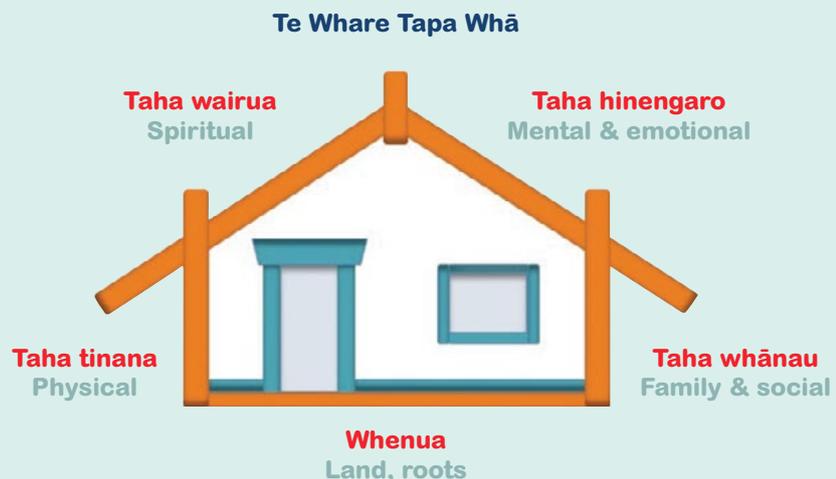
People bring their wholes selves to work. We cannot easily divide one aspect of a person's life from another – we can't tackle wellbeing at work without also thinking about wellbeing at home, and vice versa. A workplace that considers the whole person provides support for all aspects of wellbeing.

The benefits for workplaces and their people are great! Workplaces that prioritise wellbeing have better engagement, reduced absenteeism and higher productivity, while their people enjoy improved wellbeing, greater morale and higher job satisfaction.

Te Whare Tapa Whā<sup>1,2,3,4</sup> describes our health as a wharenuī or meeting house with four walls. These represent taha wairua (spirituality), taha hinengaro (mental wellbeing), taha tinana (physical health) and taha whānau (social relationships). Connection with the whenua (land) forms the foundation.

All four walls are needed, and must be in balance, for the house to be strong.

Just as we aim for a healthy work-life balance, workplaces need to provide a balance across mental health, physical health, whānau health and spiritual wellbeing. Whare Tapa Whā helps to explore how workplaces can support wellbeing across all domains of life.



Wellbeing is about balance: when one wall is shaky or out of balance, the others can bear the load for a while – but the house will be less able to withstand other challenges that might come along.

**Activity**

1. As a team, consider how your workplace:
  - Keeps each wall safe
  - Provides support when a wall may be weakened
  - Helps strengthen each wall to build resiliency
  - Supports positive connections (nature, community & with where we live)
2. Consider, what can we do to create balance?

**Taha tinana** (physical health)

---

---

---

---

---

---

---

---

**Taha hinengaro** (mental wellbeing)

---

---

---

---

---

---

---

---

**Taha whānau** (social relationships)

---

---

---

---

---

---

---

---

**Taha wairua** (spirituality\*)

---

---

---

---

---

---

---

---

**Whenua** (connection with the land or environment)

---

---

---

---

---

---

---

---

\* Spirituality is expressed through beliefs, values, traditions, and practices, that support self-awareness & identity. Provides a sense of meaning and purpose as well as experiencing a sense of connectedness to self, whānau, community, nature and the significant or sacred. It doesn't necessarily mean practising formal religion.